



Loraine DiPietro of the National Academy develops and conducts training programs for nurses and other professional and community service organizations. Professional activities earlier this year took her to New Orleans, LA.

Academy publishes Proceedings from workshop on political process

by Carol Yoken

The National Academy has published *Proceedings: Understanding the Political Process* from a workshop of the same name held in the Rayburn House Office Building of the United States Congress in January, 1979.

The workshop organizers were Al Pimentel (then director of the National Academy), Ed Corbett and Maureen O'Brien (then doctoral students in the Department of Administration). The

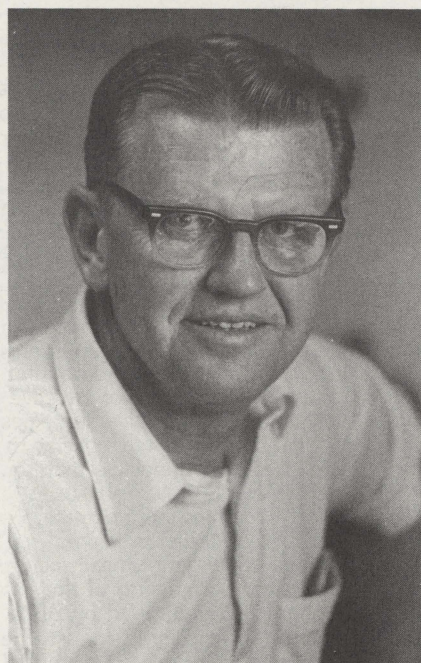
faculty were Martin LaVor, Patria Forsythe, Jack Duncan, David Rust and Sandra Glover, staff members of various committees and subcommittees in the House of Representatives and Senate.

Gallaudet co-sponsored the workshop with California State University at Northridge, Delgado College, NTID, Seattle Central Community College and St. Paul Technical Vocational Institute, all of which have federally stipulated postsecondary programs for deaf students.

One hundred thirteen people from across the country participated in the workshop, including representatives of state associations of the deaf, state vocational rehabilitation services, schools, offices on deafness, national organizations and other groups. The College, Graduate School and Pre-College Programs were all well represented.

At the core of the workshop were exercises simulating mock committee hearings, lobbying, caucuses and a committee mark-up session and voting. Participants role played members of Congress, witnesses and lobbying advocates. A report of the workshop and related articles were published in the fall, 1979 issue of *Gallaudet Today* (Special Issue: *Deaf Persons and the Political Process*), available from Alumni and Public Relations.

The *Proceedings*, which includes the testimony and questioning of two mock hearings, lectures and discussion concerning numerous aspects of the political process and an epilogue on network building in the deaf community, was edited by Carol Yoken and Loraine DiPietro. It is available for \$4 from the Gallaudet College Press.



Norman Tully, professor of the Department of Counseling, will be leaving Gallaudet College as of June 30 and moving from the Washington area. Tully has been at Gallaudet for nine years and for five of those years served as chairman of the Department of Counseling.

Board of Trustees approves flextime, new dental plan

Do you like to sleep late in the morning? Or maybe you're an early bird who would like to rise with the sun and begin your work day before your office gets busy.

Whichever your preference, you may now be able to have more flexibility in arranging your work schedule with the implementation of flextime at Gallaudet.

The Board of Trustees in its May 19 meeting approved a new flextime policy for Gallaudet, beginning June 1 (see "President's Office Notes," page 3).

A new dental plan, which should begin some time this summer, was also approved by the Board. The College will pay the full cost of the dental insurance for eligible employees.

Under the new flextime policy, which applies to all full-time staff members except those covered by collective bargaining agreements, employees must be present in their offices between 9:30 a.m. and 3:30 p.m., except for shift employees who work a non-standard work week.

Normal work schedules for full-time non-exempt employees have been either from 8 a.m. - 4:30 p.m. or 8:30 a.m. - 5 p.m. But supervisors now can approve alternative work schedules, provided:

1. Office services between 8:30 a.m. and 4:30 p.m. are maintained, though individual work schedules may vary.
2. Every employee works a 40 hour week.
3. Every employee works five days a

week, Monday through Friday, except shift employees working a non-standard work week.

4. All employees are present between 9:30 a.m. and 3:30 p.m., except shift employees working a non-standard work week.

5. Written approval for a schedule change is given to the employee. Our new dental plan, with Hartford Insurance Company, will be available to all full-time permanent employees. Family plans will be available as an option, provided that 75% of all eligible employees choose that option.

The plan emphasizes prevention, early detection and early treatment. All preventive care, including cleaning and office visits, will be paid in full by the insurance.

For restorative work, such as X-rays, fillings and oral surgery, the employee must pay \$25 for the year and 20% of the cost of the work. For replacements such as crowns, bridges and dentures, the employee would pay \$25 a year plus 50% of the cost. For orthodontic work, which would include employee spouses and dependent children to age 19, the employee would pay a \$50 lifetime fee and 50% of the cost.

In their meeting, the Board of Trustees also approved a new paternity leave policy which would give a new father up to five days of paid time off. Long-term disability insurance was also approved.



New roof for Ole Jim

Gallaudet's Ole Jim is getting a new slate roof, which should be finished within the next few weeks. You may have also noticed that the building now boasts some new stained glass windows as well, designed to match the original ones. The campaign to renovate Ole Jim has netted almost \$230,000 so far in pledges and contributions. But we still need about \$20,000 to reach our \$250,000 goal by August. If that happens, we will get a \$150,000 challenge grant from the Kresge Foundation to work on interior renovation, the second phase of construction.

Among Ourselves

Thomas Landers, dean of the School of Education and Human Services, has been named "Washington Area Educator of the Year" by the American University chapter of Phi Delta Kappa, an honorary fraternity for educational leadership. Landers received the honor on May 17 at the PDK awards banquet. He worked with American University for 10 years before coming to Gallaudet.

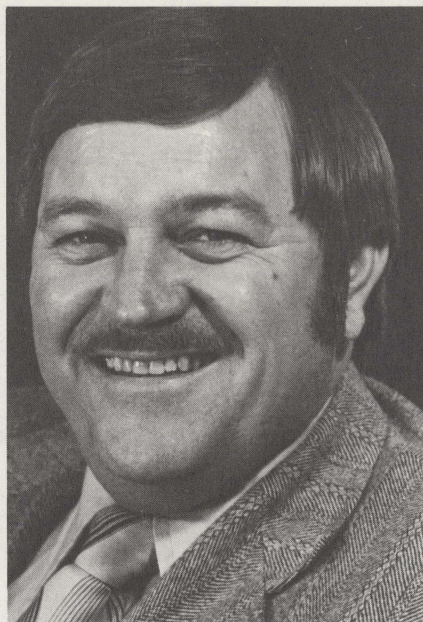
Prof. Yerker Andersson with the Department of Sociology and Social Work was a guest speaker at the banquet of the Ottawa District Branch of the Canadian Hearing Society on May 2. He spoke about the World Federation of the Deaf.

Charlotte Hawkins-Shepard, project coordinator of the new Information Center and Thomas Lillis, director of the Physical Plant, have published an article in the May issue of the *PRISE Reporter* (Pennsylvania Resources and Information Center for Special Education). The article is entitled, "Barrier Free

Educational Environments for Hearing Impaired Individuals."

Jean Brennan Woods has accepted an appointment as director of the Gallaudet College New England Regional Extension Center at Northern Essex Community College in Haverhill, MA. Woods was formerly on the MSSD staff and more recently with the National Academy at Gallaudet, as a coordinator of community development activities. She holds BA and MA degrees from the University of Massachusetts.

The center will tie some of the resources of Gallaudet to those of NECC as well as to those in schools and universities in the states of Maine, Connecticut, New Hampshire, Vermont, Massachusetts and Rhode Island to enrich services to hearing impaired individuals. Educational programs in the form of seminars, workshops and short-term training in a variety of interest areas will be planned and conducted by the extension center. The first extension center was opened three years ago at Johnson County Community College near Kansas City.



Doin Hicks

Hicks is named CEASD president

Dr. Doin Hicks, vice president for Research, has been named president of the Conference of Educational Administrators Serving the Deaf (CEASD). On July 1 he will succeed Dr. Edgar Lowell, head of the John Tracy Clinic and a member of Gallaudet's Board of Fellows, for a two-year term of this organization which for more than 100 years has been a major forum for development of professional consensus regarding approaches to educating deaf students.

CEASD formerly stood for "Conference of Executives of American Schools for the Deaf" but now, with many more agencies and public schools working with deaf children than ever before, the organization changed its name to reflect this broader base and to include a wider scope of participation. At present, about 200 programs and schools hold CEASD membership. During his presidency, Hicks hopes to maintain and increase that level of membership through more active committees and programs.

Campus visitors

Visitors to campus this week include:
June 4 - Telecommunications Managers, semi-annual Consortium.
- Kathryn McEwan, counselor for the deaf.

New books available

Several new books are now in stock at the Bookstore:

Courageous Deaf Adults by Darlene Toole, \$4.95: An instructional workbook with eight stories about deaf people.

The Sounds of Speech Communication by J.M. Pickett: \$19.95: A primer of acoustic phonetics and speech perception, written by a Gallaudet professor in the Sensory Communication Research Lab.

Directory of Organizations Interested in the Handicapped 1980-1981 by the People-to-People Committee for the Handicapped: \$3.00.

Sponsored R&D

Grant/contract deadlines

Provided below are application deadlines of selected federal programs that offer potential grant or contract opportunities for faculty, staff and graduate students. More details on programs of interest can be obtained from Glenn Pfau, director, Office of Sponsored Research, x 5030 (Voice or TTY).

Deadline	Program
06/13/80	NIHR/OHDS—Deafness Rehabilitation Research and Training Center Program
06/15/80	NEH—Consultant Grants
06/30/80	USOE—Community Education Program
06/30/80	NIE—Educational Research and Development
06/30/80	NIHR/OHDS—Research and Training Centers on Aging, Mental Illness, and Independent Living
06/30/80	BEH/USOE—Handicapped Public Policy Analysis and Dissemination Project
06/30/80	NIHR/OHDS—Rehabilitation and Demonstration Grant Project
07/01/80	NSF—International Travel Grant Program
07/01/80	NEH—Higher Education Grants: Regional and National
07/15/80	NSF—Science for Citizens Forums, Conferences, Workshops, and Planning Studies
07/15/80	NSF—Unsolicited Research Proposals for Materials Research Laboratories
08/01/80	NSF—Measurement Methods and Data Resources

Weekly program highlight

The Bureau of Education for the Handicapped (BEH), USOE, is requesting the services of an organization to formulate and implement a series of activities designed to identify effective policies and effective policy implementation procedures of the states in carrying out their responsibilities of selected critical requirements of Public Law 94-142, Section 504 of the Vocational Rehabilitation Act of 1973 and their concomitant regulations. The contractor will be responsible for the widespread dissemination to the states of these policies and their associated implementation practices and procedures. The contractor will also develop a model illustrating processes for applying exemplary policy and implementation strategies at state and/or local levels where P.L. 94-142 implementation can be strengthened or improved.

The contractor by such activities should provide information that would strengthen the capacity of state/local level policymakers to resolve problems in the implementation of selected requirements of the law by providing up-to-date information as well as examples of effective procedures and administrative strategies that have permitted adopted policies to be implemented in an effective manner.

This award will be a two phase 30-month effort beginning approximately Aug. 1, 1980. Continuation beyond Phase I will be contingent on satisfactory performance and completion of the previous phase as determined by BEH review and the availability of funds. The initial funding period (Phase I) will be 18 months. The proposal is due June 30, 1980 and has a level of effort of nine person years (\$400,000-\$500,000). For more information contact Glenn Pfau (x 5030) or BEH Contracting Officer David Goldberg, (202) 472-5172.



Glenn Compton is manager of the Bookstore, located in College Hall.

Energy conservation: PEPCO rates increase

by Jim Hull

As you may know from TV and newspaper announcements, Potomac Electric Power Company has been granted an increase in electric rates. This increase applies to Gallaudet College as well. In addition, our main power "feeders" will go on a "time-of-day" rate which has varying rates for the power we use based on what period of the day it is used.

Generally, the highest rates will be between noon and 8 p.m. weekdays, with the second highest rate between 8 a.m. and noon; 8 p.m. and midnight on weekdays. Our cheapest rates will be between midnight weekdays, all day weekends and holidays.

The rate hits us hardest when it is difficult to do anything about it.

You can, however, help keep it lower by observing good conservation practice—lights out, doors and windows closed and observation of the 78 degree summer minimum temperature.

The increase will cost us 11.4% more overall—roughly \$110,000 a year on our

electric bill. If we are careless in our use the way the rates are structured, it could be considerably more.

Won't you help keep this cost under control?

Mainstreaming conference

About 45 educators, speech pathologists and others from throughout the country attending the "National Symposium on Educational Placement and Services for Hearing Impaired Students" here at Gallaudet May 27-30.

The task was to develop guidelines and a document that can be used by educators of the deaf. The group will be working out an overview of seven different sections: deafness and the law, appropriate education, interpreting, tutoring and notetaking, in-service training, counseling, communication and visual programming.

President's Office Notes

Board of Trustees meets

The recent May meeting of the Board of Trustees included a number of special activities. Several members of the Board arrived on campus on Saturday, May 17 to attend the MSSD production of South Pacific. Others arrived on the Sunday to attend a dinner given in honor of those Gallaudet College graduates who have attained the highest grade point averages. Many of the trustees brought their spouses to campus for the various activities; spouses were involved in all activities with the exception of the committee meetings on Thursday afternoon.

The Sunday evening dinner was held at the Kendall Demonstration Elementary School dining hall. The following students and their parents were honored at this dinner: Robert E. Bailey, Jr., Marsha A. Zisman, Elizabeth J. Sizemore, Tracey A. Ballen, Frederick Lestina, Jr. and Kevin R. Struxness (undergraduate); Phyllis Tucci and Rhonda Charles (graduate); and Lucinda Crammatte Shupe (associate). In addition, honorary degree recipients Edna Adler and Thomas Spradley and their family members were special guests. Barbara J. Pollard, MSW, the "valedictorian" of the class of 1976 was the keynote speaker. She gave an interesting and inspiring presentation, focusing on knowledge of political process as a means for the attainment of equal rights and opportunities for deaf people. She challenged the graduates in attendance to assume leadership roles wherever their future careers may find them.

On Monday morning, May 19, the Trustees and their spouses attended Commencement. Commencement was followed by a luncheon and committee meetings, culminating with the regular business meeting at 3:30 Monday afternoon. The following represents action taken at the recommendation of the committees.

COMMITTEE ON RESOURCES

1. *Report of the Treasurer.* The Board approved this.
2. *Authority to Borrow Current Operating Funds for Fiscal Year 1981 on a Short Term Basis.* Authority was granted.

3. *Extension of Tax Shelter Plan Participation to Temporary Employees.* A resolution to this effect was passed.

4. *Suggested Endowment Policy for Gallaudet College and the Name in Which Gallaudet Securities Should be Carried.* This was tabled for further consideration.

5. *Cost Effectiveness Analysis in Evaluating Gallaudet Programs and Activities.* This paper, referred for information, was endorsed by the Board.

6. *Collection of Accounts Receivable.*

7. *Records Retention and Destruction.*

8. *Gallaudet College Group Dental Plan.*

9. *Gallaudet College Long-Term Disability Insurance.*

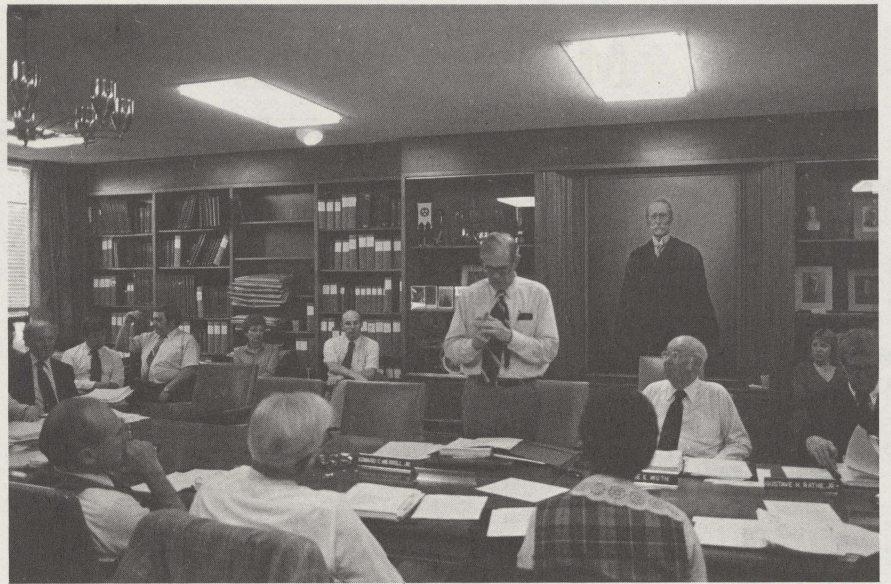
10. *Flex-time.*

11. *Maternity and Paternity Leave.* Items 6 through 11 represent new policies; all were approved.

12. *Fiscal 1982 Budget.* This was approved. A 9.9% for built-in increases and 8.7% for program increases (overall increase 18.6%) request to the Department of Education was approved by the Board of Trustees.

13. *Faculty Salary Schedule for 1980-81.* The Board approved new salary ranges for the Collegiate Faculty. These represent the Division of Academic Affairs' attempt to achieve an average salary for each rank at the projected AAUP 95th percentile (Grade I*) of category II A. (The actual grade will be determined and reported in the AAUP Academe Bulletin when the national data is computed).

14. *Year-End Funds.* The Board approved year-end expenditures for a total of \$525,000. Most of this money will go to the purchase of the Eaton property, the rental for the Appleby property and the relocation of six temporary buildings to provide additional space for the Division of Research, the Division of Public Service and some general overflow space. The Eaton and Appleby properties will be used to alleviate parking problems created by construction of the Field House. Smaller sums will go to the deficit on the Theater Annex, additional funds for the Powrie V. Doctor Chair to cover the additional expense of bringing Mr. Lionel Evans from England, Gallaudet College's share of printing the new edition of the Career Guide for Deaf Students, extension of the contract for art acquisition for one more year, additional funding for the Development Office, the



Edward C. Merrill, Jr. addresses the Board of Trustees.

printing of the NAD Centennial Calendar and the funds to cover the visit of the World Federation of the Deaf Bureau and the visits of two Russian delegations.

COMMITTEE ON MISSION

1. *Tenure Recommendations.* The following members of the Division of Academic Affairs were awarded tenure: Ann L. Davidson, Biology; Joseph Kinner, History; James L. Madachy and John D. Miller, English; Anita Marchitelli, Physical Education and Walter E. Trafton, Jr., Chemistry.

2. *Faculty Promotions.* The following promotions were approved: School of Communication - James C. Woodward, associate professor to professor (Linguistics); Lottie L. Riekehoff, associate professor to professor (Sign Communication); Gilbert Eastman, associate professor to professor (Theater Arts). College of Arts and Sciences - Trenton Batson, associate professor to professor; Bette Martin, assistant professor to associate professor; Gaines McMartin, assistant professor to associate professor, and Diane O'Connor, associate professor to professor (English); Joseph Kinner, instructor to assistant professor (History); Susan Anthony, assistant professor to associate professor; Anne B. Spragins, assistant professor to associate professor and Robert L. Williams, assistant professor to associate professor (Psychology). Rachel Feit, instructor to assistant professor (Romance Languages). School of Education and Human Services - William McCrone, assistant professor to associate professor (Counseling). Gilbert Delgado, associate professor to professor; Gerilee Gustason, associate professor to professor; Judy Johnson, instructor to assistant professor and Carol LaSasso, assistant

professor to associate professor (Education). Barbara Pomeroy, instructor to assistant professor (Physical Education).

3. *New Undergraduate Degree Proposals in Education.* Proposals for new degree programs in education at the undergraduate level were approved by the Board. These proposals will enable undergraduate students to obtain bachelor's degrees in different areas of education. Such degrees will in turn enable them to better qualify for master's programs in special education as well as enable them to qualify for state certification in addition to CED certification.

4. *Tenure Recommendations.* The following members of the Division of Pre-College Programs were awarded tenure: Julie Carter, William Darnell, Glenda Ennis, Christopher Rose, William Saunders, Carol Williamson and Lovelle Golden, MSSD. Esther Diggs, Stanley Benowitz, Sarah Gillespie, Sarah Raymond, Mary Ann Sassen, Peggy Swift and Ruby Frye, KDES.

5. *Research Institute Scientific Advisory Board Selection Procedure.* The Board approved a suggested procedure for appointing the initial members of the Research Institute Scientific Advisory Board. The Research Institute will now begin to identify prospective members.

COMMITTEE ON TRUSTEES

1. *Nomination and Election of Officers.* The Board re-elected its officers for another term. These are: Chairman - Dr. George Muth, Vice-Chairman - Mr. Bradshaw Mintener, Secretary - Dr. Wilson Grabill, Treasurer - Mr. Thomas McLachlen and Assistant Secretary-Treasurer - Mr. Paul Nance.

2. *Re-appointment of Members of the Board of Fellows.* The Board approved the renomination of Dr. Howard Aldmon to the Board of Fellows. In addition to the above, the Committee on Trustees requested that the College consider asking the Board of Fellows to meet with the Board of Trustees next January to present the Fellows 1980 Report.

on the
GREEN

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Gallaudet College is an equal opportunity employer-educational institution. Programs and services offered by Gallaudet College received substantial financial support from the Department of Health, Education and Welfare.



Mildred Hickman, left, is loaded down with maps of the new Learning Center. She's the project manager for the Learning Center in the Office of Academic Affairs and was formerly project manager for Dorm 5.

We're still here

In case you're wondering, *On the Green* will still be published each week during the summer. Is your office planning any activities that you'd like to let the campus know about? Contact Vickie Walter, Alumni/Public Relations, Chapel Hall, x5100. Deadlines are still on Friday, 10 days prior to publication.

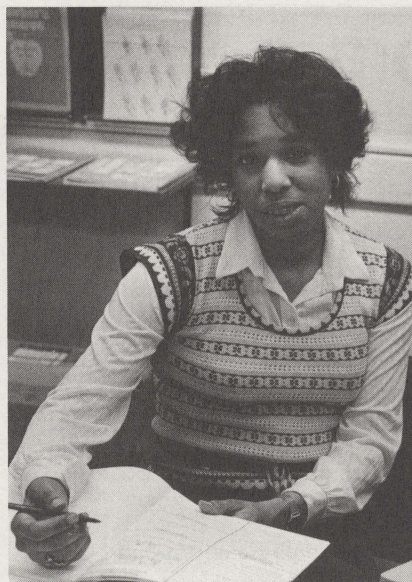
Money Talks

Unrestricted current fund budget

by Paul K. Nance

Here's a breakdown of Gallaudet's unrestricted current fund budget for Fiscal Year 1980 by component, function and division responsibility. Unrestricted current funds are those that support the day-to-day operations of Gallaudet. The totals are listed in thousands of dollars. This means, for example, that under the first function listed, Instruction, the total institutional budget is \$12,422,000. If you have questions about funds for any of the units listed, contact Paul Nance, vice president for Business Affairs, at x5051.

Function and Division Responsibility	Component			Total Inst.
	College	MSSD	KDES	
I. Instruction				
1. Vice President, Academic Affairs	6,777	—	—	6,777
2. Vice President, MSSD/KDES	—	3,582	2,063	5,645
Subtotal	6,777	3,582	2,063	12,422
II. Research				
1. Vice President, Research	1,209	417	269	1,895
Subtotal	1,209	417	269	1,895
III. Public Services				
1. Vice President, MSSD/KDES	—	263	195	458
2. Vice President, Public Services	1,266	—	—	1,266
3. Vice President, Academic Affairs	88	—	—	88
Subtotal	1,354	263	195	1,812
IV. Academic Support Services				
1. Vice President, Academic Affairs	984	—	—	984
2. Vice President, MSSD/KDES	1,783	1,147	522	3,452
Subtotal	2,767	1,147	522	4,436
V. Student Support Services				
1. Vice President, Academic Affairs	2,068	34	16	2,118
2. Vice President, MSSD/KDES	—	1,246	882	2,128
3. Vice President, Business Affairs	155	—	—	155
Subtotal	2,223	1,280	898	4,401
VI. General Institutional Support				
1. President's Office, Direct Supervision	1,447	46	25	1,518
2. Vice President, Academic Affairs	41	—	—	41
3. Vice President, MSSD/KDES	—	734	277	1,011
4. Vice President, Business Affairs	2,627	437	203	3,267
Subtotal	4,115	1,217	505	5,837
VII. Physical Plant Services				
1. Vice President, Business Affairs	5,331	1,775	687	7,793
Subtotal	5,331	1,775	687	7,793
VIII. Auxiliary Enterprises				
1. Vice President, Academic Affairs	1,619	—	—	1,619
2. Vice President, Business Affairs	838	—	—	838
Subtotal	2,457	—	—	2,475
Totals, Component and Institution	26,233	9,681	5,139	41,053



Annette Baltimore is a secretary with G.C. Press.

A note from the Safety Committee

Car pooling saves gas and human energy and reduces pollution. But it also creates hazards because the heavier load puts an additional strain on the car and its engine. You should check your cooling system regularly (belts tight? hoses in good condition? coolant at proper level?); check brakes and hydraulic fluid levels; make sure tires are properly inflated (under-inflation causes heat build-up and tire failure, particularly with a full load); and make sure your suspension system is adequate. Also take care that the driver is not distracted by conversation.

Swimming pool schedule and rules

The schedule for the swimming pool June 2 through Aug. 20 is:

Mon.-Fri. 11:30-1:30
(faculty-staff swim only)
3:30-5:30
6:30-9:30
Saturday 11:30-5:00
Sunday 1:00-9:00

ID cards are required by members, with one guest permitted per member. When you arrive, shower in locker rooms and use this locker room entrance to the pool (not patio entrance), giving the guard your ID card.

Pool rules:

The following rules have been prepared to promote the health, safety and welfare of our members and their guests. A good knowledge of these rules will enable all to enjoy safe fun and good exercise this summer.

1. Pool may be used only when officially open and a certified lifeguard is on duty.

2. Children six years of age and under, or any non-swimmer, must be accompanied by a parent or guardian 18 years or older while on the premises.

3. Any person whom the guard on duty feels is not capable to swim in deep water (area from lifeline to diving area) must perform a swimming test for that guard (two pool widths) before being allowed in deep water.

4. No admittance to pool granted any persons who have coughs, cold sores, excessive sunburn, nasal or ear discharge, wearing bandages, open sores or appearing to suffer contagion.

5. Showers must be taken before entering pool.

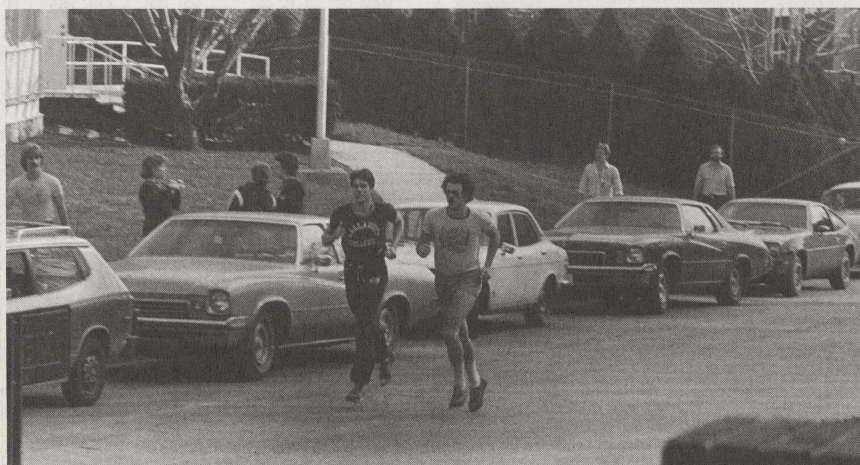
6. The following unsafe practices are prohibited in the pool area: running, wrestling, pushing others into the water, diving in shallow area, dunking, excessive splashing, ball playing when crowded, hanging on diving board, more than one person on diving board at one time,

Jobs Available

For additional information contact the Personnel Office.

STAFF

SECRETARIAL POSITIONS: Contact Personnel for listing.
PROGRAMMER/ANALYST: Business Data Systems
DIRECTOR, INFORMATION CENTER: Alumni/Public Relations
BUDGET COORDINATOR: Planning Office
PRODUCTION SPECIALIST: Gallaudet College Press
PHYSICAL THERAPIST: Student Special Services
WRITER/EDITOR: Public Services
TV STUDIO ENGINEER: Gallaudet College TV
TRANSCRIBER: Gallaudet Television
ACCOUNTS RECEIVABLE CLERK: Accounting
MANAGEMENT BUDGET TECHNICIAN: Central Administration
APPRENTICE ENGINEER: PP-Central Utilities
MEDICAL DIRECTOR: Student Health Service
COORDINATOR OF SERVICES FOR INTERNATIONAL STUDENTS: Student Affairs
INSTRUCTIONAL MATERIALS CLERK: IMRAD
TUTORIAL SPECIALIST: Tutorial Center
WRITER: Pre-College/APR
TRADES HELPER: PP-Maintenance
THIRD CLASS ENGINEER: PP-Central Utilities
ASST. TO THE DEAN: Research Institute
PAYROLL CLERK: Accounting
LITHOGRAPHER: Educational Resources
NIGHT SUPERVISOR: MSSD/Residence Programs
WORD PROCESSING SPECIALIST: Administrative Support Services
RESIDENT ASSISTANT: MSSD/Residence Programs



These runners are so light on their feet that they don't even touch the ground as they jog past the Hearing and Speech Center.

—Maria Waters
Pool manager